

18 OCT 78

## DD/A Registry

File Personnel

Civil Service  
Reform

MEMORANDUM FOR: Director of Central Intelligence

VIA : Deputy Director of Central Intelligence  
Deputy Director for AdministrationFROM : F. W. M. Janney  
Director of PersonnelSUBJECT : Effect of the Civil Service Reform Bill  
on the Central Intelligence Agency

1. Action Requested: None; for information only.

2. Background: The Civil Service Reform Bill of 1978 was signed into law by President Carter on 10 October 1978. This law will become effective 1 January 1979 and in due course will revolutionize the Civil Service, especially the areas of pay for supergrades and mid-level managers in grades GS-13 through GS-15, as well as instituting the Senior Executive Service.

The Agency has been excluded from these provisions of the Bill. However, as was the case under the former system, the Agency can exercise certain options and adopt a pay system similar to other departments and agencies of the Federal Government. Beginning 22 October 1978, a four-day Program Development Conference of federal officials will be held to determine the specific actions which will be recommended for input into a final policy. The Director of Personnel and the Deputy Director of Personnel for Plans and Control will participate in this Conference. Methodologies for developing plans and policies will be explored.

Based upon the additional insights and information gained through participation in the Conference discussions, the Office of Personnel will develop proposals as regards various options which might be adopted by the Agency relative to provisions of the Reform Act.

F. W. M. Janney

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